EO Policy and Procedures

Great Plains Regional Medical Command

OVERVIEW

- Introduction
- Key Components of the Equal Opportunity (EO) Program
- Define the Key Components of the Prevention of Sexual Harassment Policy
- Identify the EO Program Building Blocks
- Complaint Process
- Responsibilities

Army Policy on Equal Opportunity (EO)

The U.S. Army will provide equal opportunity and fair treatment for **military personnel and family members** without regard to **race, color, gender, religion, or national origin**, and provide an environment free of unlawful discrimination and offensive behavior.

AR 600-20, Paragraph 6-2, Army Command Policy

Army Policy on Equal Employment Opportunity (EEO)

It is the policy of the Department of the Army to provide equal opportunity in employment for all people, and to prohibit discrimination in employment because of **race, color, religion, sex, national origin, age, disability or reprisal**.

AR 690-600, Chapter 1, Para 1-4,
Equal Employment Opportunity Discrimination Complaints

GPRMC EO Policy

Fairness, justice, and equity are the building blocks of equal opportunity. It is the foundation which ensures fair treatment based on merit, fitness, and the capability to support readiness. The Equal Opportunity (EO) Program is synonymous with the Soldier and Families. The program works diligently to ensure everyone is treated with unparalleled dignity and respect.

GPRMC EEO Policy

The Great Plains Regional Medical Command (GPRMC) is committed to the Army's Equal Employment Opportunity (EEO) program and will provide equal opportunity in employment for all people and to prohibit discrimination in employment because of race, color, religion, sex, national origin, age, disability, or reprisal. Retaliatory actions of any kind taken by any employee or supervisor against any other employee because that person filed a complaint or charge of employment discrimination, testified, assisted or participated in any manner in a hearing; proceeding or investigation of employment discrimination is unlawful. This is in keeping with Title VII of the Civil Rights Act of 1964 as amended, The Age discrimination in Employment Act, the Equal Pay Act, and the Rehabilitation Act.

Equal Opportunity

- Enhances the ability to work effectively as a team
- Shows respect for self and others
- Supports Army Values
- Supports mission readiness by impacting unit cohesion
- Supports discipline

Definitions

- Fair treatment
  - Based on merit, fitness, capability in support of readiness
- Unlawful discrimination
  - Unequal treatment based on race, color, gender, religion, or national origin
- Offensive behavior
  - Would *a reasonable person* be offended?
  - Not defined by the *intent of the offender*

Violations of EO Policy

- Racism
- Sexism
- Prejudice
- Discrimination

Racism

- Any attitude or action of a person or institutional structure that subordinates a person or group because of skin color or race

Sexism

- Attitudes and beliefs that one gender is superior to another

Prejudice

- A negative feeling or dislike based upon a faulty or inflexible generalization (that is, prejudging a person or group without knowledge or facts)

Discrimination

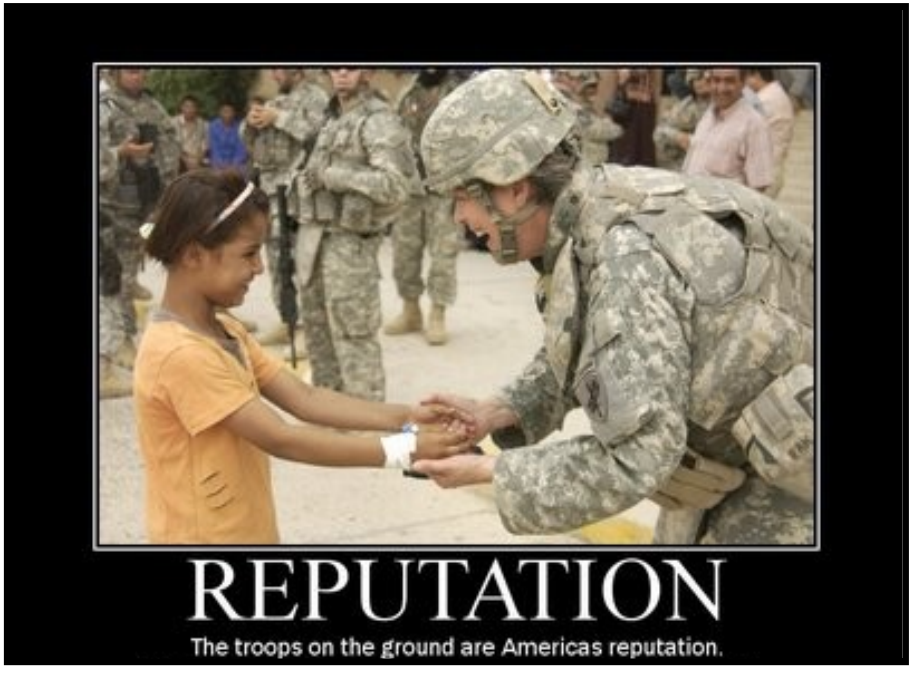
- Any action that unlawfully or unjustly results in unequal treatment of persons or groups based on race, color, gender, national origin, or religion

Supporting EO Policy

- What you say……
  - Impact vs. Intent

Supporting EO Policy

- Behaviors
  - *What you do…..*



Supporting EO Policy

- Supportive EO Attitudes
  - Foundation….Building Blocks…

Army Policy on Sexual Harassment

- "…Sexual harassment is unacceptable and ***will not be tolerated***.

- Army ***leadership at all levels*** will be committed to creating and maintaining an environment conducive to maximum productivity and respect for human dignity.

Effects of Sexual Harassment

- Breaks down the ability to work effectively as a team
- Represents lack of discipline
- Is unprofessional and inappropriate behavior
- Degrades readiness
- Contradicts the Army Values

Sexual Harassment

- ***Destroys*** teamwork and negatively affects combat readiness

Five Response Strategies

1. Direct approach
2. Indirect approach
3. Third party assistance
4. Chain of Command
5. File a formal complaint

Leader Commitment

- Command Program
- Army Values
- Positive, pro-active approach
- Policy statements posted
- Visible presence in EO Training

Training

- Mandatory training
  - EO 2 quarters/ POSH 2 quarters
- Command involvement and participation in unit EO/HR training
- Cultural awareness

EO Complaint Process

- Confront the offender
- Inform appropriate officials
- Advise chain of command
- Submit only legitimate complaints

Types of EO Complaints

- Formal
  - Written
- Informal
  - Not Written

Informal Complaint

- Any complaint not submitted in writing
- Does not require chain of command intervention
- May be resolved by the individual or with assistance from others
- Confidentiality is possible but not guaranteed
- Not subject to timelines
- Most appropriate for minor infractions

Formal Complaints

- Must be submitted in writing within 60 days of the alleged offense (DA Form 7279-R)
- Requires chain of command intervention
- Specific timelines for processing
- Must follow a formal process

Alternative Agencies

- Chain of Command
- Inspector General
- Housing Referral Office
- Judge Advocate General
- Military Police or Criminal Investigator
- Chaplain
- Medical Agency

Formal Complaint Process

File
60 Calendar Days

Act
3 calendar days

Investigate
14 calendar days

Appeal
7 calendar days

Follow-up Assessment
30-45 calendar days

Legal Action

- Criminal prosecution may result if:
  - Behavior is not corrected through administrative action
  - Behavior violates the Uniform Code of Military Justice

EEO Complaint Procedures

Who is covered?

- All current employees (including Non-appropriated Funds)
- All former federal employees
- Applicants for U.S.Government employees
- Certain contract employees

Civilian Complaint

- All civilian complaints must go through the installation servicing EEO Office
- Does the complaint fall under the basis of Title VII of the Civil Rights Act of 1964 as amended?
- Basic question: Would he/she be treated different in other matters?

Authority and Reference

- Title VII of the Civil Rights Act
- Equal Pay Act
- Americans with Disabilities Act
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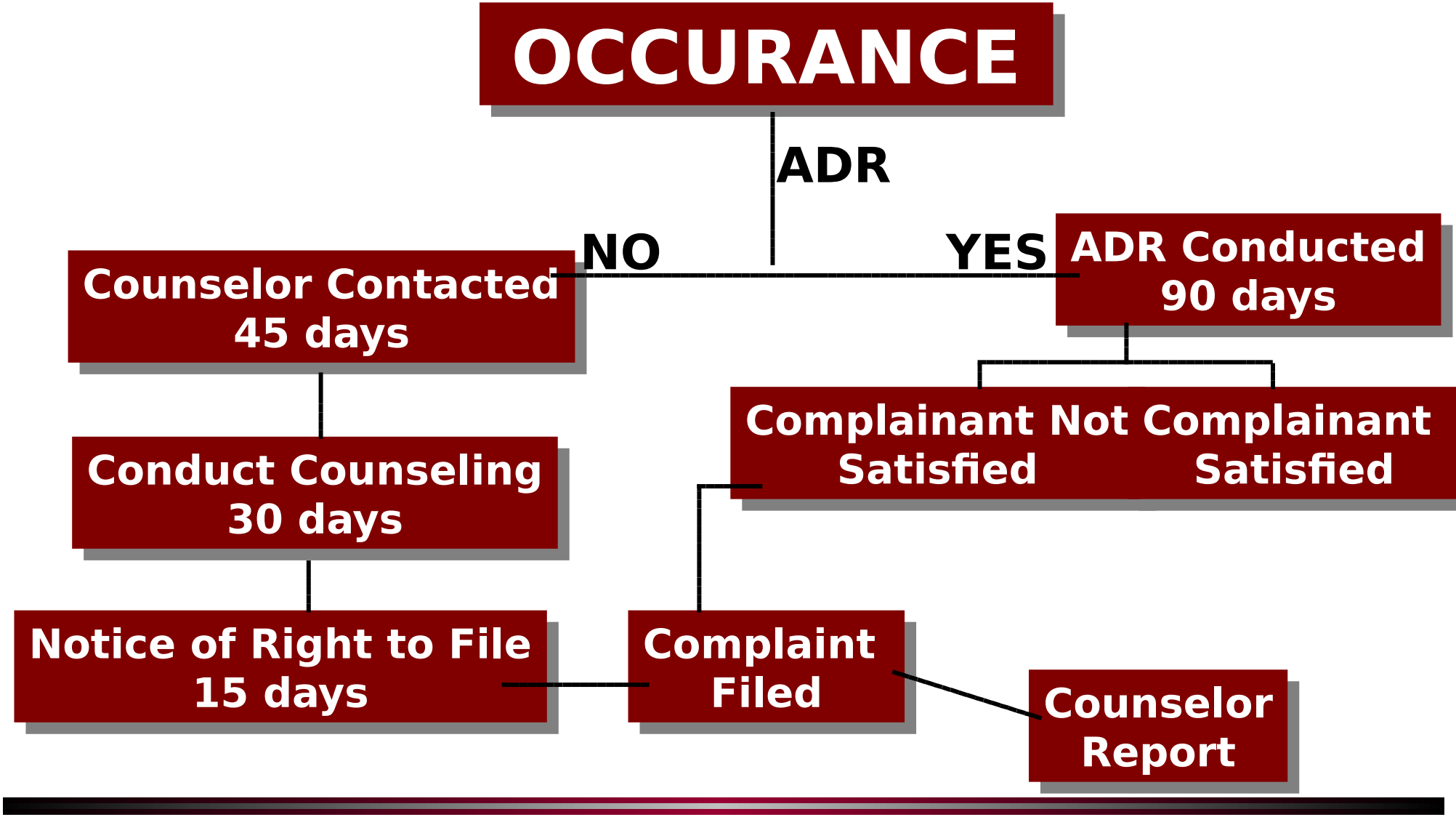
- Age Discrimination in Employment Act
- AR 690-600
- AR 600-7 (Section 504 Programs)
- Rehabilitation Act
- 29 CFR 1614
- AR 690-12

EEO Pre-Complaint Process



EEO Formal Complaint

If after the pre-complaint process an individual wishes to file a formal complaint, it should be filed, in writing, on a DA Form 2590-R, Formal Complaint of Discrimination (available at the EEO Office), within 15 calendar days after receipt of the notice of right to file a discrimination

EEO Formal Complaint

The Formal Complaint must be filed with the Human Relations / Equal Employment Opportunities Program

Conclusion

Equal Opportunity is everyone's business and

it is up to ***you*** to hold everyone to the standards set by the Army and the GPRMC.

Dedication, Warrior Service!

Contact Information

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